

# 2006-2007 PERFORMANCE PLAN – PORTFOLIO MANAGER, OPPORTUNISTIC FIXED INCOME (Kiefer)

## Quantitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
20%	CalPERS Internally Managed Corporate Bonds	Net of Fees, excess return in basis points relative to:  Internally Managed Corporate Bond Portfolio – CalPERS Corp X Sov {SN5KA1 – CALCOXS2}	0 basis points = 0 +40 basis points = 1.0 +60 basis points = 1.5
30%	CalPERS Domestic Fixed Income (FI), Internal	Net of Fees, excess returns in basis points relative to:  Domestic Fixed Income (FI), Internal—CalPERS Custom LEH LPF {SW4KA1 – CALCCLP2}	0 basis points = 0 +40 basis points = 1.0 +60 basis points = 1.5
35%	CalPERS Opportunistic Program	Net of Fees, revenue generated from opportunistic programs	<\$115 MM = 0 \$135 MM = 1.0 \$145 MM = 1.5
85%	Subtotal	Quantitative Measures	

## Qualitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
15%	Leadership	Demonstrate leadership within CalPERS and in the external investment community. Dimensions include leadership: <ul style="list-style-type: none"> <li>• Within Investment Group</li> <li>• Trustees</li> <li>• CalPERS</li> <li>• External Investment Community</li> </ul>	From Schedule
15%	Subtotal	Qualitative Measures	
100%	Total	Quantitative and Qualitative Measures	

Supervisor's Approval: Original signed by Russell Read

Date: August 1, 2006